

THE EQUAL OPPORTUNITIES REGIONAL ADVISOR

PREVENTING AND REDUCING GENDER DISCRIMINATION AT WORK

PROMOTING EQUAL OPPORTUNITIES AND NON-DISCRIMINATION IN THE REGIONAL LABOUR MARKET



REGIONE LAZIO



CONSIGLIERA REGIONALE DI PARITÀ DEL LAZIO

WHO'S THE EQUAL OPPORTUNITIES REGIONAL ADVISOR ?

- is an expert in job market, equal opportunities and gender politics,
- role of **promotion, oversight and control** on topics such as **equal opportunities and anti-discrimination in the regional job market.**
(Legislative Decree 198/2006, 5/2010, 80/2015).

The term lasts 4 years.

THE TASKS /1

The functions of the Equal Opportunities Regional Advisor are provided by law (Legislative Decree 198/2006, 5/2010, 80/2015) and include:

- **Surveying the situations of gender unbalance at work** and in particular with respect to the access to employment, training, career advancement and related to retirement and compensation in general.
- **Reducing gender discrimination at work**, of collective nature (responsibility belonging solely to the Advisor as public official, as compared to the others equality entities). Action against an instance of discrimination starts upon the reception of a claim of alleged discrimination or activated autonomously by the Advisor, in the cases provided by the law. The resolution of such situations requires the enacting of measures ranging from promoting sensibility, to attempting reconciliation among the parties, up to court action (in accordance with Articles 36-37 of the Legislative Decree 198/2006).

THE TASKS /2

Monitoring the conditions of the workforce of companies with more than 100 workers operating at the regional level as required by the Article 46 of the Legislative Decree 198/2006 and following, with respect to gender.

Supervising the organisations and the processes of decision making, in terms of anti-discrimination:

- Controlling the gender structure of the selection boards of Public Administration (under law 215/2012);
- Compulsory opinion (under Article 48 of the Legislative Decree 198/2006) about the Positive Action Plans (PAP) of the Public Administration;
- Strategic cooperation with the Guarantee Act Committee (Directive 4/3/2011 of the Presidency of the Council of Ministers);
- Oversight on the coherence of scheduling of local development politics according to the directions given by the EU in terms of mainstreaming. To this regard, the Advisor is member of the Monitoring and Partnership Committee.

Promoting a culture of equal opportunities on a large scale, also in the context of the active employment policies (Directive 2006/54/EC).



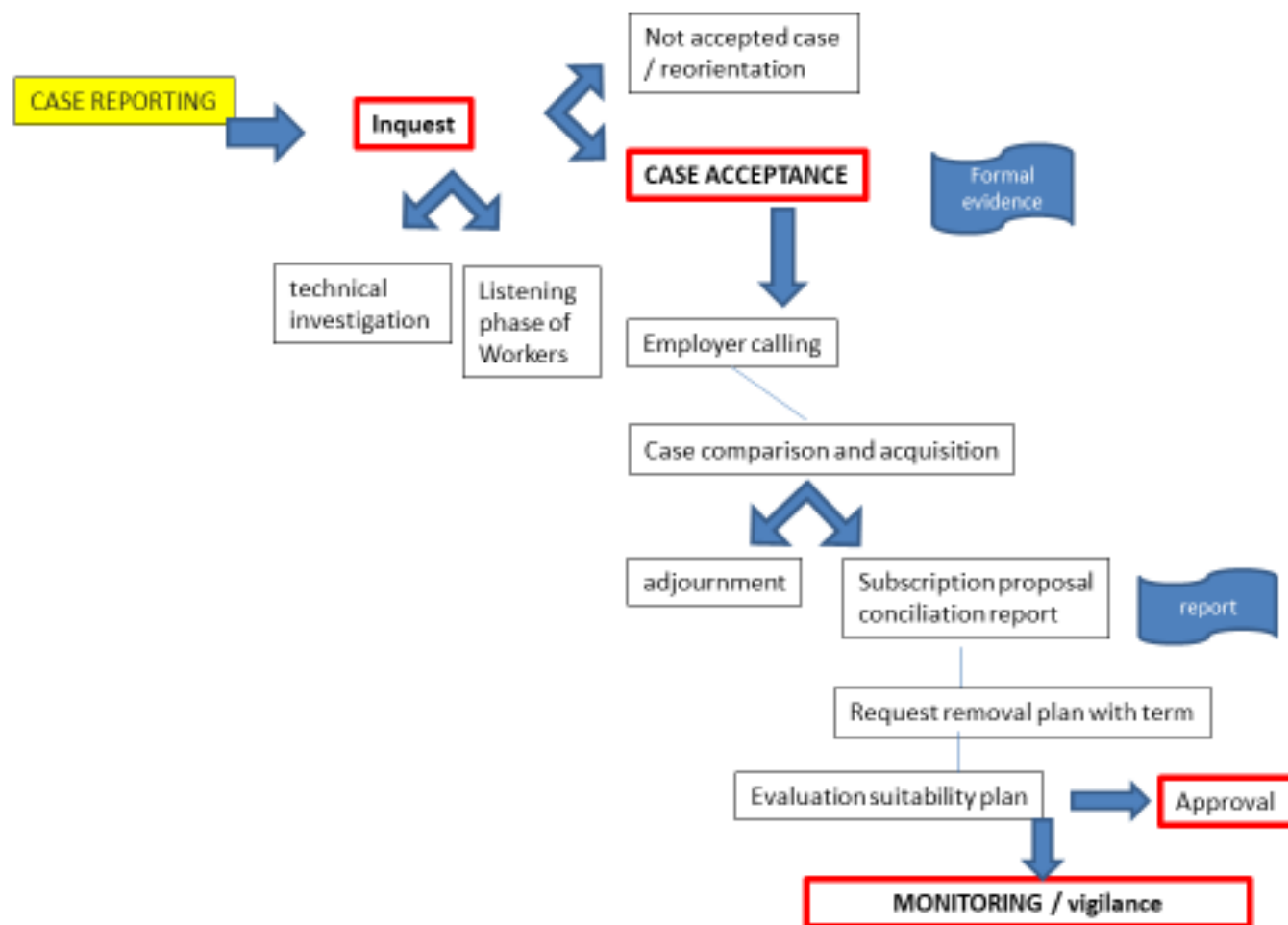
GENDER DISCRIMINATION



NO D DESK – SERVICES

FOR PEOPLE, INSTITUTION, ENTREPRISES

Out-of-court procedure by Equal Opportunities Advisor



WHAT'S GOING ON /1

- Agreement with **Inspectorate of labor Supervisory Board** in the subject of voluntary resignation within three years of the birth of the child;
- Agreement with **trade unions** to monitor situations of discrimination in the workplace and develop counter-action initiatives;
- Agreements with **employers' associations** of small and medium-sized companies including social cooperatives - where the presence of women is greater – with representatives of managers, freelancers to develop tools for equal opportunities and to educate the culture of management on gender issues;
- Agreement with the **University of Rome** – gamification lab- in order to develop electronic games and phone and tablet applications to teach elementary school and adolescent children to recognize and tackle gender stereotypes through play. The goal is to educate to respect others and to recognize the equality of the sexes despite the diversity of people.

WHAT'S GOING ON /2

- **Forum for gender equality** A network for planning, and testing of measures and interventions to tackle gender discrimination in the workplace, to promote an anti-discrimination culture and equal opportunities in work. The Forum is coordinated by the Regional Equal Adviser and is composed of public and private subjects - represented through delegates specifically indicated - and by all the professionals and experts of the subjects
- Every year, The Equal opportunities advisor in cooperation with regional administration organise a **NO- D – DAY** the day against gender discrimination at work. In this event, the Forum presents its work, the Office of the Equality advisor reports the results of the anti-discrimination activity carried out during the year, testimonies are heard from people who have suffered from discrimination in the workplace and institutions and personalities from all sectors intervene to debate on these issues.

An example.....



GIORNATA CONTRO
LE DISCRIMINAZIONI
DI GENERE NEL LAVORO



The results of antidiscriminatory activity/1

In 2017 – 2019 **2 cases of gender discrimination** in the workplaces:

1. A multinational firm, an international fashion brand. Involved 5 orders in a sales point suffered unequal treatment compared to males by a female boss. For one, with a child less than 3 years old, the rest Sundays were denied even if provided for by the collective agreement. The girl chained herself in protest outside the shop and was transferred to a more distant sales point; another girl was a victim of mobbing following motherhood; another in disability, after the second child was transferred; yet another, friend of the other two was hindered at work. The company has signed a conciliation agreement to avoid being brought to court for collective discrimination and has committed to a plan of positive actions to change the situation and change the management style. To date the situation has changed and the transferred girl has been reintegrated into her workplace.
2. pension fund. The Director (male) only in relation to female staff: offended them, denigrated their work until he stopped talking to them, creating performance problems at work. These are *harassment at work*. The company has signed a conciliation report to develop an equal managerial culture. At the moment the Board is evaluating the work of the Director.

The results of antidiscriminatory activity/2

Other requests of intervention by Equal opportunities advisor concerning:

- discriminatory treatment when returning from maternity leave (change of workplace, exclusion from work, replacement with male colleague, etc.)
- discriminatory treatment in wage: pension treatment calculated on full remuneration and therefore penalizing for those who had abstention for maternity leave or part time
- discriminatory treatment in the management of work and training schedules which penalizes female workers in reduced hours and with breastfeeding permits
- in companies in crisis, in the process of mobility, layoffs, transfers, women are always first introduced, especially if with children

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